

Vacancy: *Garowe General Hospital-GGH*

Terms of Reference

I. General Information	
Post/Title	Surgeon Doctor
Date of issue	
Duty Station	Garowe General Hospital
Stream/Band	
Duration of Assignment	1 year
Level of Assignment	
Deadline for applications	
II. Background Information	
<p>About SIDA-MIDA</p> <p><i>The SIDA-MIDA project is a Swedish – IOM joint initiative that aims to facilitate the transfer of skills, competencies and knowledge of qualified Somali expatriates to specific institutions within Somalia. The beneficiary institution will host the qualified Somali expatriate, and will be responsible to provide a safe and secure work environment. SIDA-MIDA will monitor the expatriate while in assignment.</i></p> <p>About Somalia: Garowe</p> <p><i>Somalia is located in the AFRICA continent, especially Horn of Africa, Borders: 1- south by Kenya and indian ocean. 2- west by ethopia, 3- north by jabouti and ethopia 4-east by Aden Golf and Indian ocean. Somalia is occupied on area of 648000km2..... Somali population is estimated approximately (10million) people., Somalia is considered as federal country punland is part of the federal system and Puntland is located in the east north of Somalia, Puntland borders: 1- south by central regions of Somalia and Indian ocean ,2- west by ethopia, 3- north by Somaliland(north regions of Somalia). 4- east by Aden Golf and Indian ocean. Puntland is estimated approximately by 300000km2 area Puntland population is 4millions. Puntland is autonomously regulated region of Somalia.... Punland region contains 7regions out of 18regions of Somalia(Bari region, Karkaar region, Nugal region, Mudug region, Sool region, Sanaag region, Ayn region). Garowe is the capital city of Puntland located on the center of the state ...also Garowe is the capital of Nugal region.... Garowe General Hospital is located on the Northern part of Garowe city 1.5km from the center of the city on area of 347x220m2 area.</i></p> <p>About Garowe General Hospital</p> <p><i>Garowe General Hospital is located on the Northern part of Garowe city 1.5km from the center of the city on area of 347x220m2 area , Garowe General Hospital is a regional/referral public hospital , the catchment population is estimated about 650,000 to 850,000papulation in nugal region and neighboring regions(Karkar, Mudug, Sool, Sanaag) of puntland and somalia and even zone five of ethopia. Garowe Hospital has been built in 1970s by Somali government . Garowe hospital has 4admission departments : 1- Medicine ward= 24beds, 2- Surgery ward = 29beds</i></p>	

3- Pediatric ward = 12beds the total bed occupancy of the hospital is 76beds

4- Maternity ward = 11beds

There are other hospital departments which are :

Administration, Emergency department, operation theater, radiology department, VCT department, laboratory department and pharmacy.

Hospital Human Resource

Medical technical staff:

- Doctors 11
- Administration 07
- HMIS 01
- Nurses 26
- Auxiliary Nurse 07
- Lab. Technician 05
- X-ray Technician 02
- OT staff 03
- Pharmacy tech 03

Supporting staff:

- Water/Elect tech 02
- Kitchen 02
- Security 03
- Driver 03
- Gardiner 01
- Laundry 02
- Cleaner 10

The Total Hospital Staff are: **86Staff**

Monthly Average Over all Hospital

- Admission 250 - 350
- OPD/Emergency 1000– 1300
- Laboratory 700 – 1000
- ECG/ultrasound) 250 – 350
- X- ray 80 - 130
- Operations 30 – 50
- Deliveryies 60 – 100

III. Activities / Key Results Expected

Contextual information: (e.g., if this is a PFM-related assignment there should be background on the status of PFM in the zone in which the person will be working)

The Somali surgeon will work in Garowe General Hospital as a general surgeon performing all surgical operations elective and emergency,, and training the local staff of the hospital.

Under the overall guidance of Dr. Abdisamad Ahmed Jama AND Garowe General Hospital, the Doctor will be responsible for the following duties and responsibilities:

- 1- To perform all surgical and medical activities in the surgery department.
- 2- To develop a plan to improve surgical and medical service of the hospital.
- 3- To organize the OT, ER and the surgery ward.
- 4- To give an advice and transfer health management skills to the hospital management.
- 5- To maintain and keep valid the surgical and medical equipments.
- 6- To keep and train the staff to the cleanness and hygiene of the work environment.

- 7- *To train the department nurses and junior doctors.*
- 8- *To transfer surgical, medical and ethical skills to the medical students.*
- 9- *To maintain the medical ethics and good performance.*
- 10- *To do assessment of activities and monthly report to the hospital director.*

Description of the assignment:

The IOM will be technically supporting this assignment from Nairobi through interaction with the qualified Somali expatriate and beneficiary institution

This assignment is recruiting Somali surgeon to Garowe general Hospital to improve the health service to the Somali community in Garowe city and neighbor areas, which supported by SIDA_MIDA program.

IV. Target Outputs (Measurable Results)

3 – 5 specific outputs; these must be clear, measurable and time bound for the project to determine success of assignment (e.g., Transfer of specific skills to beneficiary institutions civil servants).

The suspected results of the assignment will be :

- 1- *Performance of >100 surgical operations in these six months.*
- 2- *Well trained 20persons of surgical department staff including OT , surgery ward and ER .*
- 3- *Improvement of the surgical department.*
- 4- *Transfer to the local staff how to organized and clean operation theater.*
- 5- *Transfer the skills of surgical ward management and patient care to the hospital staff.*
- 6- *Training of 2 junior doctors on the Emergency and small operations during the period.*
- 7- *Developing good information and data collection management system in the hospital registers and patient files.*
- 8- *Transfer of medical data management skills to the hospital staff.*
- 9- *Do 3 theoretical and practical courses in the hospital to 30 hospital staff and 20 medical students.*
- 10- *Final report at the end of assignment and assessment of hospital staff that were trained.*

V: SIDA-MIDA requirements

Besides the specific outputs mentioned in section IV, SIDA-MIDA is requiring the following steps/actions to be undertaken throughout the assignment. These are standard requirements for all assignments undertaken through this project:

- 1. Transfer of skills:** One of the main responsibilities of the qualified Somali expatriate, and one which he/she will be measured against, will be to ensure continuous and systematic transfer of knowledge and skills as related to the assignment. It will have to be agreed with the beneficiary institution which civil servants will have to benefit from this knowledge.
- 2. Work plan:** A work plan will have to be developed with the Supervisor during the first week of assignment which will provide clear and time bound activities to successfully implement the outputs of the assignment. This work plan will be shared with the SIDA-MIDA Project Assistant. This work plan can be revised during the mid-term review to reflect new developments or changes in strategy.
- 3. Mid Term Review:** there will be a mid-term review of the assignment between the incumbent and the beneficiary institution to discuss progress of the assignment and feedback on performance.
- 4. Interim and Final Reports:** A progress report will be submitted by the incumbent to the Supervisor and to the SIDA-MIDA Project Assistant. Thereafter a final report will be provided at the end of assignment.

V: Qualifications	
Level of Education:	Medical doctor Surgery Specialist
Area of Study:	National university –muqdisho
Years of work experience in what area(s):	10 -15 years as a general surgeon
Languages needed:	Somali and English
General Skills / Other Requirements:	<ol style="list-style-type: none"> 1. Can perform all general operation <ul style="list-style-type: none"> • Abdominal operations e.g. laparatomy • Thyriodoctomy • Anal conditions operation (hemorrhoid and fistula) • Removal of all masses including breast masses • Some of ENT operations (tonsillectomy) 2. Can manage the health institute properly. 3. Can develop a work plan of surgery department. 4. Have good communication skills 5. Very good in computer programs. 6. Able to transform and come up with new ideas to the staff in the hospital.
VI: Salary	
<p><i>Under the direction of IOM MIDA and in consultation with the beneficiary institution, it has been determined that the salary level for this position be the following:</i></p> <p>(This will be determined by SIDA-MIDA based on qualifications (VI) and level of the assignment (X).</p>	
VII: Security and insurance modalities	
<p><i>Health insurance, including evacuation due to medical emergency, will be provided by the project. However, experts will be requested to provide a recent medical certificate stating that they are physically well and apt to work in a hardship area in Africa.</i></p> <p><i>Please note that neither IOM nor Swedish Government, according to the contract, will be responsible for the security of the qualified Somali expatriates. The host beneficiary institution will be responsible for the security of the individual.</i></p> <p><i>Before leaving the country of residence and upon arrival in Nairobi or in Somalia, the qualified Somali expatriate will receive a pre-departure briefing including security advice and cultural background.</i></p>	

VIII: How to apply

All applications must apply online through the QUESTS-MIDA website.

To start the application process the applications are required to register on account with the QUESTS-MIDA website. Go to www.quests-mida.org login and register as a user, then fill the form and create a password to inter in the application section.

Short listed candidates will be informed of the status of their application. If you encounter any problems when applying visit the FAQs section on the website for more information.